

Equality Plan and Objectives

School:	ETONBURY ACADEMY
Principal:	JO YOUNG
Link Governor (if appointed):	
Date published:	Oct 2023
Review date:	Oct 2027

Objective 1: Complete equality and diversity audit in the curriculum and document findings

Key Action(s)	Lead	Target Date	Review / Outcome / End of cycle impact assessment
MCR to introduce the Equality and Diversity audit at the pastoral board	MCR	Weekly	<i>To be completed at annual review</i>
HoD's to audit curriculum against TRUST document. SLT to discuss during link meetings. DDP's created with 'culture' identified as a key target for HOD.	HoD's/SLT	On going	

MCR to lead on E and D pastoral board exercise. HOD's to identify E and D in their curriculum areas and to share possible cross curricular links.	MCR/HoD's	On going	
HoD's to link E and D to curriculum maps	HoD's	On going	

Objective 2: Update displays around the school to promote reflection of equality and diversity

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
Display updated showing positive diverse role models in 1 key curriculum area of the school. Looking to promote equality and diversity.	RAB	Sept 2024	Display in one area of the school celebrating role models related to E and D (creative faculty area TBC).
JBLI to curate a series of 'pop up' displays looking to promote equality and diversity around the school.	JBLI/SSH	On going	Displays across the school throughout the year
Student voice bulletin regularly shared each half term to celebrate equality and diversity themes.	JBLI	On going	Student Voice newsletter celebrating E and D

Objective 3: To create and implement equality and diversity themes for all year groups

Action	Lead	Target Date	Review / Outcome / End of cycle impact assessment
MCR to create and implement a programme of E and D assemblies and to include student voice input..	MCR	On going	Programme of assemblies throughout year
Assemblies delivered by CBA (religious diversity), Will George (Culture of compassion).	CBA/Languages /JBLI/WG	On going 2024-25	Outside speakers invited in to key assembly weeks

KS3 Schemes of work for PRE updated to reflect equality and diversity issues.	MAD	Dec 2023	KS3 schemes created
LJS to attend 3 focus group meetings with Teaching and Learning to gain insight aligned to T and L strategy on building a more inclusive, equal and diverse T and L culture.	LJS/JBLI	3 meetings scheduled - 1 a term	Student Listening project to promote a culture of equal and inclusive classrooms.
JBLI to arrange a 'Culture Camp Carnival' network meeting to showcase and celebrate Equality and Diversity and gauge interest in bringing together TRUST schools.	JBLI	July 2024	Meeting to network and celebrate Equality and Diversity through the Performing Arts/Creative Arts Curriculum across the TRUST. Meeting Set for July 2024, with a potential event in 2025.